



STATE OF WASHINGTON
WASHINGTON STATE BOARD OF HEALTH
1102 SE Quince Street • PO Box 47990
Olympia, Washington 98504-7990

March 10, 2004

TO: Washington State Board of Health Members

FROM: Marianne Seifert, WSBOH Staff

RE: **SURVEY EVALUATING SBOH AND HEALTH WORKFORCE
DIVERSITY NETWORK EFFORTS TO IMPROVE HEALTH
WORKFORCE DIVERSITY**

Background

In February 2004, Board staff developed a survey to evaluate the Board's Health Disparities work with the help of Vickie Ybarra, Health Workforce Diversity Network members, and Marina Thompson (DOH Webmaster). The survey asked HWDN members, as key stakeholders in the Board's work, about specific impacts of Board health disparities and HWDN resources and meetings. Please see attached survey results for survey questions and responses.

This is an initial evaluation of the health workforce diversity work. The survey will be sent out again before the HWDN full report to the Board and included as part of that report.

Survey Respondents

Thirteen HWDN members responded to the online survey out of approximately XX members who received the survey link via e-mail. HWDN meeting attendance is usually around 15. Respondents seem to reflect the membership regarding the number of meetings they attended, with most attending one to six meetings, out of more than 10 meetings that have been held.

Highlight of Survey Results

Most respondents thought the **2001 SBOH Final Report on Health Disparities** contributed to improving health workforce diversity by

(in order of impact):

- Providing useful data, tools, information, direction, strategies
- Improving their knowledge of other organizations involved in efforts
- Increasing expectations that responsive agencies or individuals would take action
- Increasing their level of collaboration with other organizations
- Raising awareness among key stakeholders and policy makers

As a whole, respondents thought the **HWDN has promoted workplace diversity as a strategy to reduce health disparities**, especially by

(in order of impact):

Improving their knowledge of other organizations involved in efforts

Raising awareness among key stakeholders and policy makers

Increasing their level of collaboration with other organizations

Providing useful data, tools, information, direction, strategies and

Increasing expectations that responsive agencies or individuals would take action

Most respondents weren't sure of the impact of the **May 2001 SBOH meeting at Lincoln High School**, or the **May 2002 SBOH meeting at Shoreline Public Health Laboratory**, probably because they hadn't attended the meetings, as indicated in the comments.

Most respondents thought the **HWDN meetings** had the greatest impact on improving health workforce diversity by:

Improving their knowledge of other organizations involved in efforts

Increasing their level of collaboration with other organizations

Most respondents thought the **HWDN emails and "fyis"** had the greatest impact on improving health workforce diversity by:

Providing useful data, tools, information, direction, strategies

Improving their knowledge of other organizations involved in efforts

Respondents thought the **HWDN web page on the SBOH web site** contributed much less to improving health workforce diversity, although several respondents thought it was very useful in providing useful data, tools, information, direction, strategies.

Most respondents thought the **original HWDN objectives** have been met only somewhat. One comment is especially descriptive:

The work of the Healthcare Workforce Diversity network is not complete.... however once the survey is done, efforts can be made to create a clearinghouse of information that could be useful in developing policy and in identifying "best practices" for others to follow.

The enumeration efforts will not be successful until all agencies and institutions universally support data collection and there is cooperation together and supportive funding for centralized and ongoing data collection. Without the data collection and enumeration, a workforce diversity report card is not feasible.